KEZO-FM, KKCD(FM), KSRZ(FM), KQCH(FM), KXSP(AM)
EEO PUBLIC FILE REPORT
February 1, 2025 – January 31, 2026

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
No Full-Time Positions Were Filled During this Reporting Period.		

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	1 – Participate in Job Fair	On August 12, 2025, our SEU's Engineer and Regional Promotions Director participated in the Lincoln Nebraska Broadcasters Association's Members Career Fair, which took place during the annual convention at the Embassy Suites in LaVista, Nebraska. Our representatives interacted with attendees answering questions about careers in radio broadcasting and sharing information about job openings within our company. Interested individuals were encouraged to submit applications and resumes via SummitMedia's talent bank and remain in contact to learn about future open positions.
2	8 - Training Program	On October 14 & 30, 2025, and November 4 & 11, 2025, the SEU's Market President attended a course presented by The Center for Sales Strategy about recruitment. This four-session course was designed to help attendees improve the recruitment and selection process and create best practices for developing and retaining qualified talent.